

Clinical Council on Academic Personnel (ClinCAP)

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ClinCAP

- Subcommittee of Council on Academic Personnel that reviews appointment and advancement dossiers of Faculty in the Health Sciences Clinical Professor series
- Four members-current or former members of CAP
- Appointed by Committee on Committees
- Chair ideally currently serves on CAP
- If not, chair rotates on an annual basis
- 3 year appointment for members

Health Sciences Clinical Professorial Series

- Designed for faculty with major clinical commitment
- Accomplished clinicians (Lake Woebegone rules apply)
- Well respected teachers (assessed by peers, trainees and medical students-grade inflation rules apply)
- Active in administrative committees-department and school-later University (just enough)
- Creative/original professional activities-one of the prices that you pay to be called professor!

Milestones

- Appointment
- 4th year appraisal (WR is not that bad)
- Assistant to Associate Professor (after favorable 4YA, not >8 years after appointment)
- Associate to Full Professor
- Professor step 5 to 6 (former gate step)
- Professor 9 to Above Scale (Distinguished)

Keys to a happy life at UCLA

- Be a square peg in a square hole (correct series)
- Be good/current in your professional skills
- Teach and get as many evaluations as possible
- Evaluations must be good
- If not, find out why and correct weaknesses
- Do some administration, but do not overdo it early in your career
- Present evidence of professional creativity-blow your trumpet,
- You know what you do, I don't. Give CAP the details of all that you do.

Creativity-not really so difficult

- Traditionally measured by number and quality of publications
- Case reports (at UCLA we see the really neat stuff-tell) your peers about it
- We are all experts in something. Tell your peers about how to do it, didactically or as a review or a book
- If you have an interest in a particular disease, seek biomedical scientists who share your interest and collaborate
- BUT make sure that you get your name on the paper-best arranged right at the start of the collaboration
- You don't have time to do other peoples research as a charitable service
- If you need help writing, talk to well published colleagues

So you hate writing or really don't believe that you have time to write

- ClinCAP advises that although Appendix 8 of the UCLA CALL contains many examples of administrative, educational and patient-care creative contributions that, when substantive, may be sufficient for advancement of candidates in the Health Sciences Clinical Professorial series, prospects for advancement are enhanced by scholarly creative activities, such as authorship of peer-reviewed or non-peer-reviewed research or clinical reports, clinical or scientific reviews, books or book chapters, letters to the editor and editorials

Administrative, educational and patient-care creativity

- Development or re-design of a clinical program
- Development or re-design of a training program
- Development or re-design of an administrative structure
- All are demanding of creativity and ingenuity but you need to document how demanding and how effective your particular efforts are

How to get appropriate credit

- In your self-statement detail what you did and why and define your role relative to others
- Indicate the time commitment
- Indicate how your changes were effective
- Provide copies of any documentation that you developed (teaching manuals, brochures etc*)
- Provides copies of letters of evaluation of your efforts
- Often candidates fail to provide CAP with enough information to properly assess these forms of creative contribution and do not get appropriate credit. This is not a time to be inappropriately humble.
- *These may form the basis of peer-reviewed publications

How to survive at UCLA

- Working at UCLA should be pleasurable
- Prepare your dossier carefully
- Get the dossier in on time
- Seek advice early and often
- Be proud of your achievements and share them with CAP so we can appreciate what a fine colleague you are
- Good luck